



Oregon

John A. Kitzhaber, MD, Governor

Department of Administrative Services

Chief Human Resource Office – Labor Relations

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FAX: (503) 373-7684

DATE: April 8, 2013

TO: SEIU
AEE

FROM:  Clyde Saiki, Chief Human Resource Officer
Tom Perry, Manager, DAS Labor Relations Unit

Re: Additional Step Notification

Because of the timing of the management/unclassified service start and finish of merit increase freeze, a small group of management/unclassified service employees were disadvantaged greater than anyone else in the Executive Branch.

In order to correct this pay inequity, agencies were notified that employees who were in management or unclassified service who had a salary eligibility date (SED) between 3/01/09-6/30/09, and still have the same month/day SED, and have had no salary movement other than a cost of living increase since 2009, would receive a one-step increase in addition to their first ½ step on their 3/01/13-6/30/13 SED.

As a result of actions taken due to HB 2020 or HB 4131 or due to other reclassification, demotion or lateral transfers, employees in this original group who are now in the classified represented service will still get the one-step increase in addition to their first ½ step as long as all of the following are true:

- The employee was in management or unclassified service between 3/1/09 and 6/30/09 with the Executive Branch
- The employee had an SED of 3/1/09 through 6/30/09
- The employee has had no breaks in service since 3/1/09
- The employee still has the same month/day SED
- The employee has at least two steps remaining in the salary range
- The employee has had no salary movement since 3/1/09 except for COLAs

There are 25 SEIU and 1 AEE represented employees who fall into this category.

The additional step is a one-time equity adjustment.

If you wish to submit a demand to bargain on this issue please submit to: Tom Perry for SEIU, and Glenn West for AEE.